

Intelligence Community Joint Statement on Commitment to Equal Employment Opportunity and Diversity

The Intelligence Community's (IC) mission is to create decision advantage and protect our nation's interests at home and abroad through the integrated analysis and collection of information. A highly skilled workforce is essential to insightful, responsive, and responsible intelligence operations. The IC must exemplify the highest values to be successful in building and retaining a multicultural, multigenerational workforce. We define diversity in a broad context, but also in relation to the mission, considering all aspects that make individuals unique and America strong—race, color, ethnicity, national origin, gender, age, religion, language, disability, sexual orientation, gender identity and heritage.

Our need to recruit and retain a high-performing, mission-aligned workforce, reflective of the diversity of our country and the world cannot be overstated. Our goal is to develop a workforce that can operate in a wide range of circumstances and situations and is ready to tackle an even wider range of challenges. The knowledge, perspectives, ideas, and experiences of all IC employees are vital to the success of our global mission.

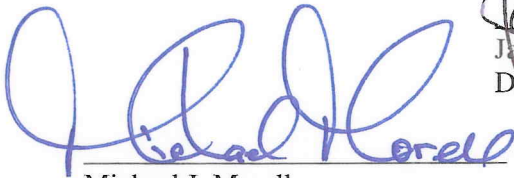
The key to promoting diversity is leadership. As leaders, we are called to have more than a general endorsement of diversity efforts; our commitment to a diverse workforce must be visible, specific, persistent, intentional, and personal. Every senior executive, manager, and supervisor should ensure that the workplace for which they are responsible runs on the principles of equity, fairness, and inclusion. All IC element directors are expected to also be responsible for results and evaluated at intervals during our strategic planning sessions.

Equally important is a well-crafted roadmap to achieve success—created through the design and implementation of innovative and effective Equal Employment Opportunity (EEO), Diversity, and Human Capital programs, policies, and processes. We are currently updating our five-year IC EEO and Diversity Strategic Plan and the IC Strategic Human Capital Plan, both of which are linked to the National Intelligence Strategy. All IC elements have strategic or implementation plans that are linked to the IC strategy. We will continue to revise our policies and processes to ensure all employees are able to participate and contribute to their fullest potentials.

Diversity brings innovation and creativity to the workplace, combats group-think, and demonstrates our commitment to inclusion and respect for all people. Achieving diversity and creating a culture where everyone is valued is everyone's business. We encourage each of you to make diversity a priority; share your own values with a little personal history. Your efforts will enable us to achieve our vision of a diverse and highly-integrated Intelligence Community of the future. This is a critical moment in our nation's history. With your support, we will work together to advance our global mission and ensure that the diversity of the country we serve is displayed proudly in the work of the IC.

To show integration, collaboration, and a broad commitment to EEO, diversity, and inclusion in the IC; and to emphasize the value we place on our employees and having a workplace free of discrimination, we the undersigned commit to this joint statement.

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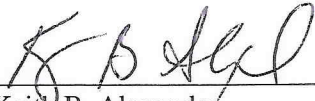
Michael J. Morell
Acting Director, Central Intelligence Agency



James R. Clapper
Director of National Intelligence



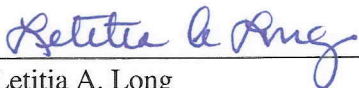
Michael T. Flynn
Lieutenant General, U.S. Army
Director, Defense Intelligence Agency



Keith B. Alexander
General, U.S. Army
Director, NSA/Chief, CSS



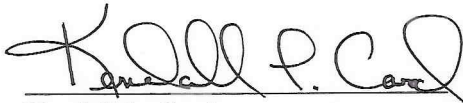
Betty J. Sapp
Director, National Reconnaissance Office



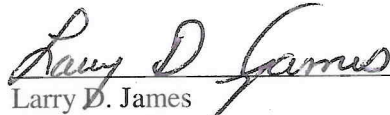
Letitia A. Long
Director, National Geospatial-Intelligence Agency



Mary A. Legere
Lieutenant General, U.S. Army
Deputy Chief of Staff, G-2



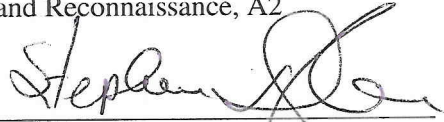
Kendall L. Card
Vice Admiral, U.S. Navy
Director, Naval Intelligence



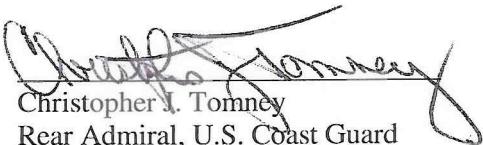
Larry D. James
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Deputy Chief of Staff
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Vincent R. Stewart
Brigadier General, U.S. Marine Corps
Director of Intelligence



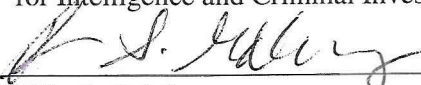
Stephanie Douglas
Executive Assistant Director
Federal Bureau of Investigation



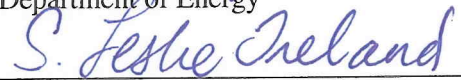
Christopher J. Tomney
Rear Admiral, U.S. Coast Guard
Assistant Commandant
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Edward B. Held
Director
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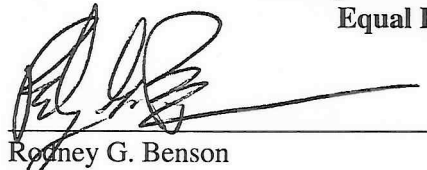


Philip S. Goldberg
Assistant Secretary, Bureau of
Intelligence and Research
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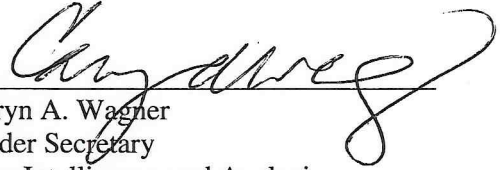


S. Leslie Ireland
Assistant Secretary
for Intelligence and Analysis
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Rodney G. Benson
Chief, Intelligence Division
Drug Enforcement Administration



Caryn A. Wagner
Under Secretary
for Intelligence and Analysis
Department of Homeland Security